

STATE CONTROLLER'S OFFICE
21st CENTURY PROJECT
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DATE: February 8, 2008
TO: 21st Century Project Department Stakeholders
FROM: Don Scheppmann, Project Executive
21st Century Project

RE: **Update on the 21st Century Project**

21st Century Project Letter #08-001

The 21st Century Project would like to provide an updated status of the statewide implementation of the new Human Resources Management System (HRMS)/Payroll system and share the progress that has occurred over the last year. In our last status update, the Project introduced the progression from the Business Process Blueprint Phase to the Realization Phase. During Realization, the Project team's primary objective was to configure the new HRMS/Payroll system and identify and resolve potential gaps and issues. These activities utilized the system design and data architecture information developed from the State business process information gathered during the Blueprint Phase from departments and other stakeholder groups.

Although great progress has been made in configuring the new HRMS/Payroll system, the Project team identified gaps and issues that revealed the need to evaluate the Project schedule and its effort to date. These gaps and issues presented a significant impact to designing a system that would meet the State's business requirements. This evaluation lead to the development of a new Project approach and schedule that takes into account the time and effort needed to address these gaps and issues and to ensure a successful statewide implementation of the new system. The original go-live date of January 2008 has been delayed based on the need for a newly developed schedule.

The original approach identified a phased functionality development and deployment schedule. The new schedule and approach will offer full functionality on the first go-live deployment. The provision of full functionality will reduce risk by assuring that system testing is conducted with a fully integrated system. For example, a high priority for the Project is the ability to ensure the accuracy of employee payroll. The new approach reduces risk by assuring a full complement of functionality tests related to and part of the payroll process. The approach is being adjusted to increase upfront testing from five months to nine months. Departments may be asked to participate in this testing effort.

As a result of the changes, the HRMS/Payroll system will now be rolled out to State departments in a pilot and two deployments. Departments will be notified a minimum of one year in advance of their scheduled deployment date. To ensure your organization is prepared for the new system, the Project team will begin working with your department 9-12 months prior to and through to your scheduled go-live date. Preparing your workplace and workforce for the new system will minimize impacts to department productivity and is key to your successful transition to a new system.

Presently, we are continuing to complete and unit test the configured areas of the system and the development of interfaces. To finalize configuration of the system and prepare for further testing, the Project team intends to gather additional information from departments. Over the next several months, your assistance in collecting the required information may be requested.

Thank you for your continued support of the Project's effort to transform Human Resources management for State government. We look forward to working with you in the coming months. Should you have any questions or need additional information, please contact Natalie Clohossey at (916) 373-3719 or send an email to 21stcentury@sco.ca.gov.